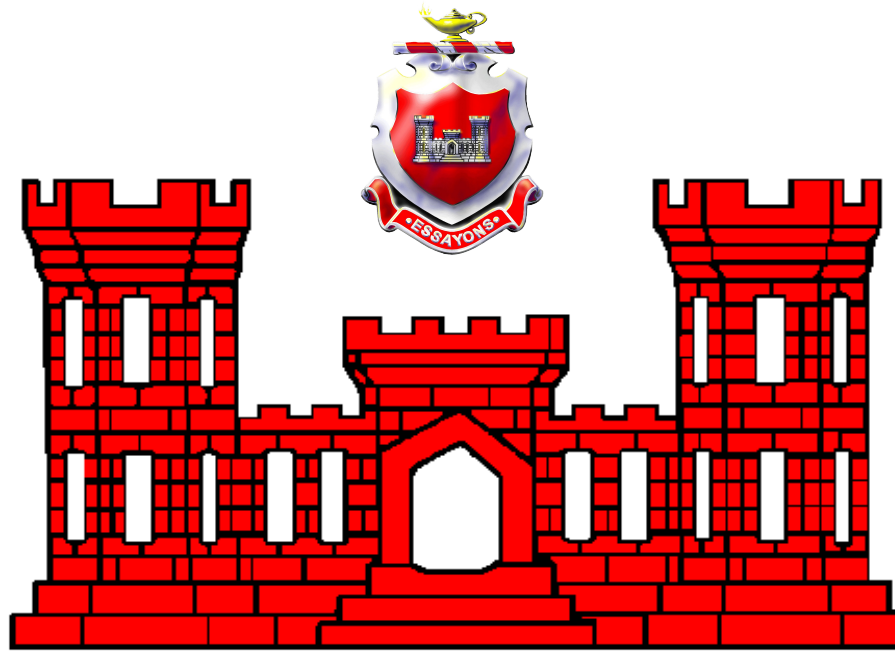


PROPONENT GUIDANCE FOR THE U.S. ARMY ENGINEER REGIMENT



**CENTRALIZED SELECTION BOARD FOR FY 07
MASTER SERGEANT**



ENGINEER REGIMENT MISSION

US Army Engineer Regiment provides Land Component Commanders with the joint engineer capabilities required to assure the mobility of the force and achieve victory in any military operation.



GWOT SUPPORT

- Due to the nature of EN assignments, not all Soldiers will deploy in support of our nation's Global War On Terror (GWOT).
- Soldiers deployed should not be looked upon more favorably than those who have not deployed.
- Some EN Soldiers will be assigned to rapidly deployable units called Fest A and Fest M teams. These teams are critical to EN missions throughout theater.

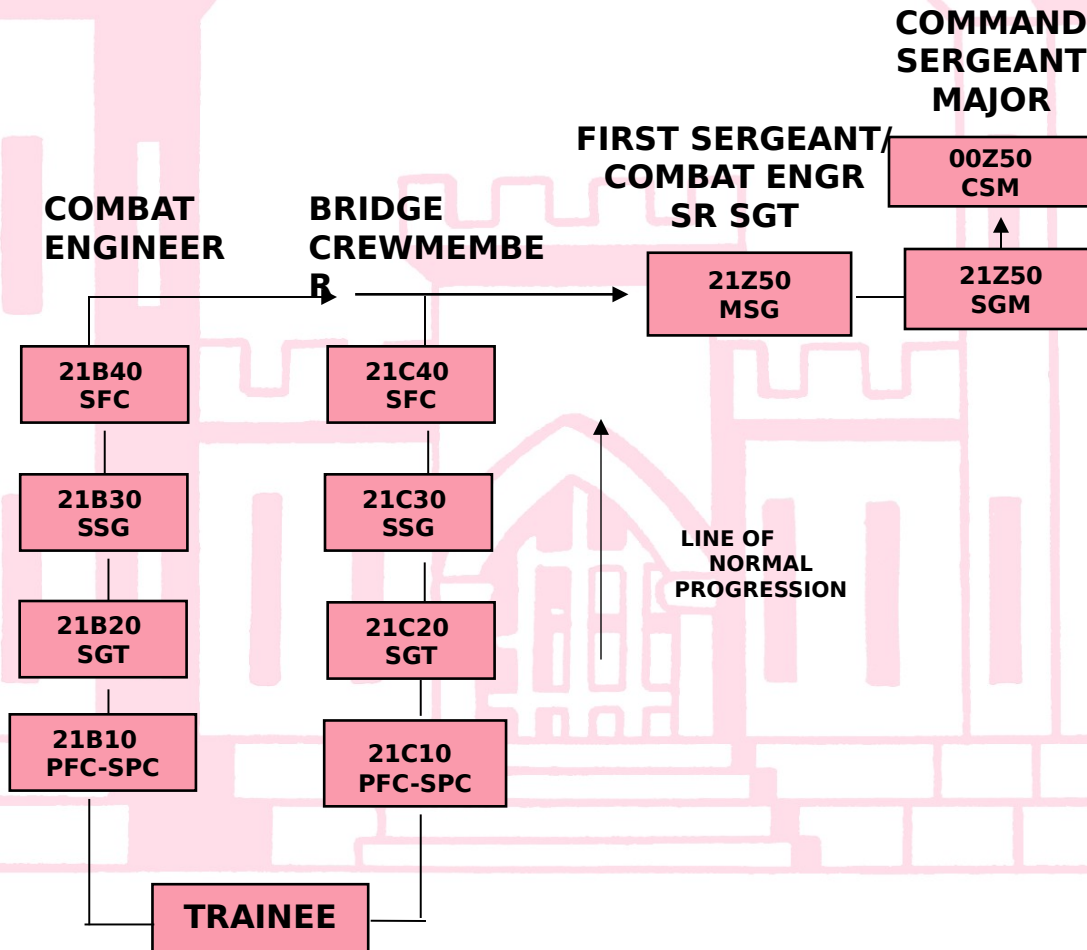


CMF 21 COMBAT ENGINEERING CHARACTERISTICS

- **Contains 3 MOSs - 21B (Combat Engineer), 21C (Bridge Crewman), and 21Z (Combat Engineer Senior Sergeant)**
- **MOS 21B Soldiers supervise mine warfare, demolitions, and combat construction operations**
- **MOS 21C Soldiers plan and supervise the construction of float and fixed bridges**
- **21B and 21C merge at the Master Sergeant level into 21Z**
- **Great opportunities for key leadership positions-Squad Leader, Section Leader, Senior Boat Operator, Platoon Sergeant, First Sergeant, Course Chief-ANCOC, BNCOC, WLC, and Chief, Drill Sergeant School, Bde and Div Engineer NCOIC**
- **Wide variety of assignments-Drill Sergeant, Observer Controller, Sapper Leader Course Instructor/Writer, Small Group Leader, AC/RC, TAC NCO, EO Advisor, IG, Career Manager, and Military Science Instructor, Battle Staff NCO**



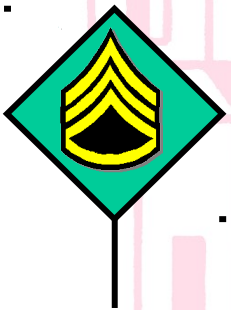
CMF 21 COMBAT ENGINEERING CAREER PROGRESSION CHART





TYPICAL CAREER PATTERNS

MOS 21Z



LEADERSHIP

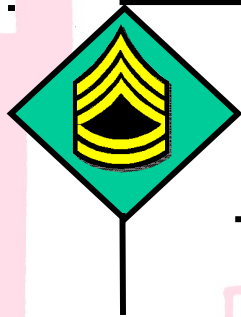
Sqd Ldr
Sect Ldr
Sr Boat Opr

STAFF

Construction
Foreman
Opns Sgt
Bridge Inspector
Recon Sgt

PROPONENT/ARMY- WIDE CHALLENGING POSITIONS

AC/RC
Enlisted Advisor
Instr/Writer
Combat/Tng Dev
Recruiter
Drill Sgt
SGL



LEADERSHIP

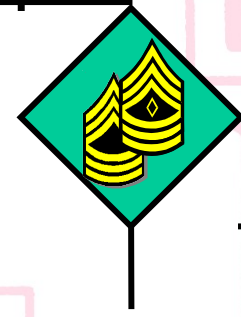
PSG
Detachment Sgt

STAFF

Opns Sgt
Intel Sgt
Bn Master Gunner

PROPONENT/ARMY- WIDE CHALLENGING POSITIONS

O/C
Platoon Trainer
Instr/Writer
Combat/Tng Dev
EO Advisor/IG
Drill Sgt
Career Manager
SGL



LEADERSHIP

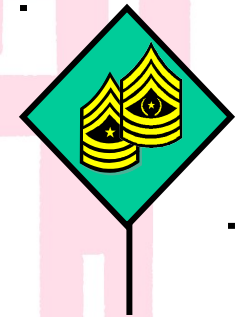
1SG
Course Chief, NCOES
Chief, Drill Sgt Sch

STAFF

Opns Sgt
Bde/Div Engr NCOIC

PROPONENT/ARMY- WIDE CHALLENGING POSITIONS

SR Military Science
Inst
SR Eng Company O/C
SR Eng NCO
EO Advisor
IG NCO
SR Career Manager
SR Career Advisor



LEADERSHIP

BN CSM
GRP CSM
BDE CSM
REGT CSM

STAFF

Opns SGM
Chief Eng NCO
Proponency

SGM
DIR SGM
(USAES)

21Z NCO CAREER DEVELOPMENT MODEL

TITLE OF CAREER MANAGEMENT FIELD: Combat Engineering Senior Sergeant				
YEARS OF SVC	7-9	10-15	16-19	20-30
RANK	STAFF SERGEANT	SERGEANT FIRST CLASS	FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	SQUAD LEADER DRILL SERGEANT SECTION LEADER RECON SGT SR BOAT OPERATOR	PLATOON SERGEANT DETACHMENT SERGEANT INTEL SERGEANT OPERATIONS SERGEANT	FIRST SERGEANT OPERATIONS SERGEANT ASST DIV ENGINEER SR MILITARY SCIENCE INSTRUCTOR	SGM CSM
INSTITUTIONAL TRAINING	BNCOC	ANCOC		SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC	PRIOR TO ANCOC	PRIOR TO SMC	
NCOES-RELATED COURSES	English Composition, Personnel Supervision, Behavioral Science, Math, Stress Management	Principles of Management, Behavior Information, Systems Mgt, Technical Writing		Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	10	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUNCTIONAL COURSES	BATTLE STAFF NCO COURSE			
	Sapper School, EOCA, UMBC	1SG COURSE		
RECOMMENDED CMF- RELATED COURSE AND ACITIVITIES	Course in Demolition Operations, General and Construction Engineering, Principles of Instruction, Structural Theory/Analysis, Quality Control, Comp Tech in Bldg Tech	Continue Courses in Construction Engineering Engineer Management System Analysis Counseling Leadership Management Organizational Management		Courses in Leadership/Mgt Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF- RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN: Carpentry, Electrical, Plumbing, Structural Steel, Construction Equipment Operation			
	By 10-14 Year of Service		By 15-18 Year of Service	
	AA/AS in: Engineering Technology; General Studies		BA/BS in: Engineering Management; Business Management; Construction Management	



MOS 21B COMBAT ENGINEER

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS

Major Duties. Combat engineers supervise, or serve, as a member of a team, squad, section, platoon, company; They are engaged in providing mobility, counter-mobility and survivability support to combat forces; Perform duties in all skill levels; Supervises junior grade soldiers and provides technical guidance to the soldiers in the accomplishment of their duties; Assign tasks to subordinate elements and personnel; Account for soldiers, materiel, and equipment; Supervise mine warfare, demolitions and combat construction operations; Calculate logistical requirements for minefields, bunkers, shelters, obstacles, and wire entanglements; Enforce safety standards, field sanitation, communication procedures, security, and job specifications; Provide support for construction and tactical movements; Supervise platoon reconnaissance missions and determines the Rapid Field classification of fixed bridges; Direct employment of the Wolverine, Armored Vehicle Launched Bridge (AVLB) and the Armored Combat Earthmover (ACE) in support of maneuver forces.

8P COMPETITIVE PARACHUTIST

▪ **SGT-SFC**

EB EXPLOSIVE ORDNANCE

CLEARANCE AGENT **SGT -**

P5 MASTER FITNESS TRAINER

▪ **SSG - SGM**

D3 BRADLEY FIGHTING

VEHICLE

K9 CBT EN MINE DETECTION

DOG HANDLER.

2S BATTLE STAFF OPERATIONS

▪ **SSG - SGM**

J3

BIV SYSTEM MASTER

GUNNER

2C JAVELIN GUNNER

▪ **PVT - SSG**

B6 CBT EN HEAVY TRACK

▪ **PVT - SSG**

2B

▪ **SFC Only**
AIR ASSAULT

▪ **PVT-SGM**

5W JUMPMASTER

▪ **SGT-SGM**



MOS 21B COMBAT ENGINEER

Army Leadership / Career Enhancement Positions

KEY LEADERSHIP

- ◆ Platoon Sergeant
- Detachment Sergeant

PROPONENT/ARMY-WIDE_ CHALLENGING POSITIONS

- Observer Controller/Trainer
- NCOES Small Group Leader
- Senior Drill Sergeant Leader
- Recruiter
- Sapper School Instructor

CAREER

ENHANCEMENT

- AC/RC
- Operations Sergeant
- Equal Opportunity

Advisor

- Intelligence Sergeant
- Combat Development

NCO

- Training Developer/

Writer

- Combat Engr NCO
- Military Science

Instructor

- Instructor/Writer



MOS 21B COMBAT ENGINEER

MILITARY / CIVILIAN

EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Airborne
- Air Assault
- Jumpmaster
- Instructor Training Course
- Equal Opportunity
- Master Fitness Trainer
- BIFV System Master Gunner
- Drill Sergeant
- Recruiter
- Explosive Ordnance Clearance Agent
- Urban Mobility Breacher Course
- Route Recon Clearance Course (R2C2)
- Search Course
- Specialized Search Dog Handler
- Mine Detection Dog Handler

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



LB ASSIGNMENT OPPORTUNITIES

<u>LEADERSHIP AUTH (TDA)</u> <u>(TOE)</u>	<u>LEADERSHIP AUTH</u>
<u>171/352 (48%)</u> <u>(52%)</u>	<u>306/591</u>

LEADERSHIP (24 MONTHS)

PLATOON SERGEANT **297**

DETACHMENT SERGEANT **6**

SENIOR DRILL SERGEANT
48

OBSERVER CONTROLLER TRAINER **114**

NCOES SMALL GROUP LEADER **6**

SAPPER SCHOOL INSTRUCTOR **6**

TOTAL **477**



MOS 21C BRIDGE CREWMEMBER

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS

(ASI)

Major duties. Bridge crewmembers supervise or serve as a member of a squad, section or platoon; Provide conventional and powered bridge and rafting support for wet and dry gap crossing operations; Perform duties in all skill levels; Supervise junior enlisted Soldier and provide technical guidance in the accomplishment of their mission; Enforce safety standards, field sanitation, communication procedures, and security; Determine logistical requirements for military fixed and float bridges; Determine anchorage requirements for fixed and float bridges; Calculate area requirements for airlift operations; Inspect fixed and float bridges; Determine requirements for float bridge protective devices; Supervise mine clearing and demolition missions; Determine logistical requirements for bunkers and supervise the construction of a defensive perimeter; Conduct platoon reconnaissance missions and calculate the Rapid Field Classification of fixed bridges; Coordinate passage of lines.

ASI

S

P5 MASTER FITNESS TRAINER

▪SSG - SGM

2S BATTLE STAFF OPERATIONS

▪SSG - SGM

2B AIR ASSAULT

•PVT-SGM

5W JUMPMASTER

▪SGT-SGM

8P COMPETITIVE
PARACHUTIST

•SGT-SFC



OS 21C BRIDGE CREWMEMBER

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

- ◆ Platoon Sergeant

PROPONENT/ARMY-WIDE_ CHALLENGING POSITIONS

- Observer Controller/Trainer
- Recruiter
- NCOES Small Group Leader
- Senior Drill Sergeant Leader

CAREER ENHANCEMENT

- AC/RC
- Senior Training Developer/Writer
- SR Training Management NCO
- Operations Sergeant
- Combat Developer NCO
- Company TAC NCO
- Instructor/Writer
- TRNG Systems/Evaluations NCO
- Platoon Trainer
- Recon SGT



MOS 21C BRIDGE CREWMEMBER MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Air Assault
- Instructor Training Course
- Equal Opportunity
- Master Fitness Trainer
- Drill Sergeant
- Recruiter

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



1C ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTH (TDA)

27/47 (57%)

LEADERSHIP AUTH (TOE)

10/23 (43%)

LEADERSHIP (24 MONTHS)

PLATOON SERGEANT

11

SENIOR DRILL SERGEANT LEADER

14

OBSERVER CONTROLLER/TRAINER

11

NCOES SMALL GROUP LEADER

1

TOTAL

37

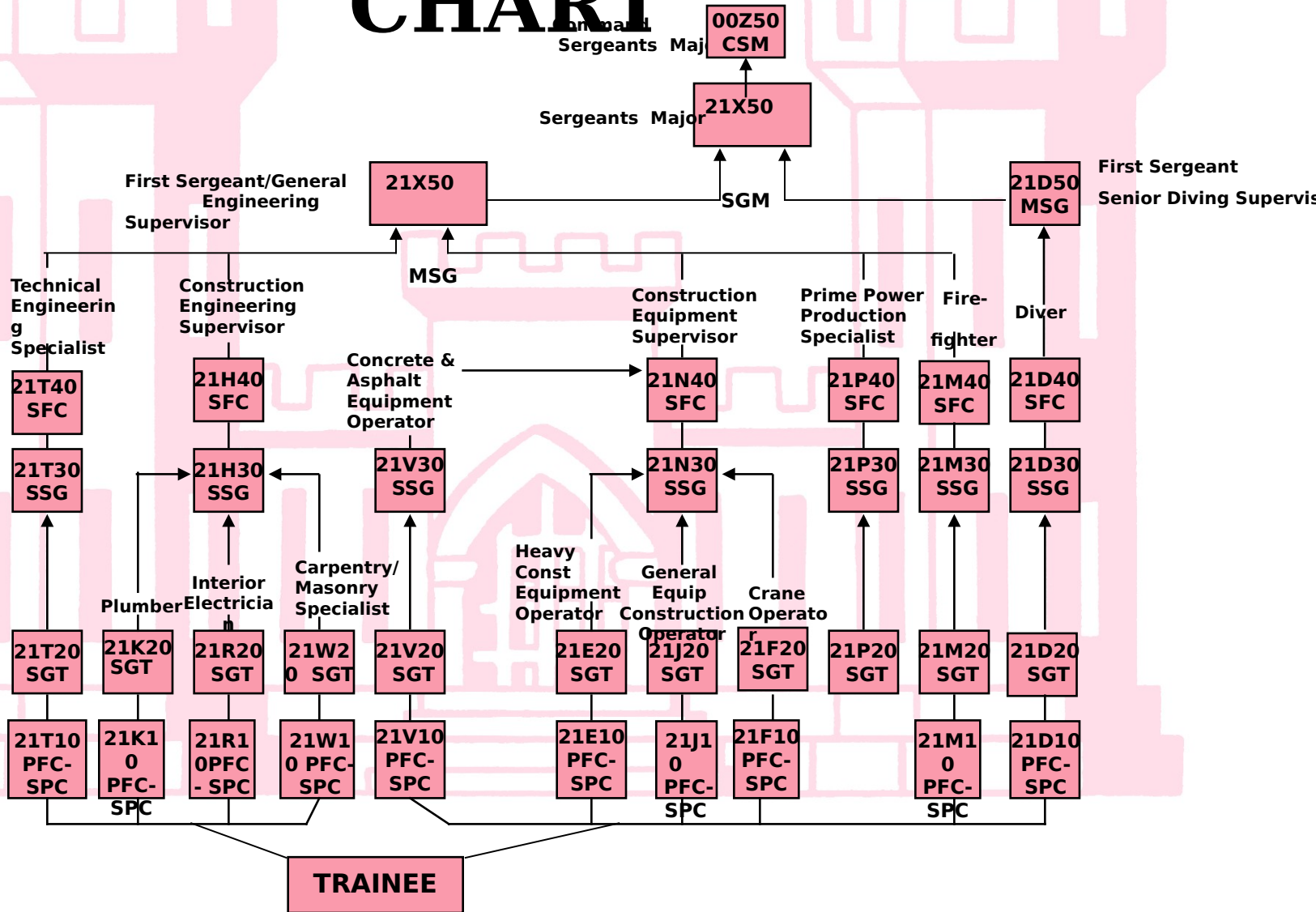


CMF 21 GENERAL ENGINEERING CHARACTERISTICS

- Contain 14 MOSs in 5 categories - Vertical Construction, Horizontal Construction, Fire Fighter, Prime Power, and Diver
- 21X General Engineering Supervisor and 21D Master Diving Supervisor merge at Sergeant Major into 21X5
- Great opportunities for key leadership positions: Squad Leader, Section Leader, Platoon Sergeant, First Sergeant, Fire Chief, Diving Supervisor, Course Chief - ANCOC, BNCOC, WLC, and Small Group Leader
- Wide variety of assignments - Drill Sergeant, Observer Controller (CTC), Sapper Leader Course Instructor, AC/RC, EO Advisor, IG, Career Manager, Instructor/Writer, and Military Science Instructor

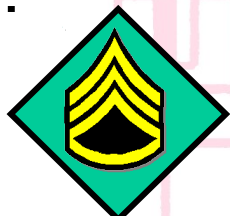


GENERAL ENGINEERING CAREER PROGRESSION CHART





GENERAL ENGINEERING TYPICAL CAREER PATTERNS



LEADERSHIP

Sqd Ldr
Sect Ldr
Diving Supervisor
Team Chief
Tech Eng NCO
SR Pwr Station
Mech STAFF
Opns Sgt
Construction Insp

PROONENT/ARMY- WIDE CHALLENGING POSITIONS

Instructor/Writer
Combat/Tng Dev
Recruiter
SGL



LEADERSHIP

PSG
SR Diving Supervisor
Fire Chief
SR Tech Eng NCO
Prime Power Supervisor

STAFF

Opns Sgt
Construction Inspector
Construction Opns Sgt

PROONENT/ARMY- WIDE CHALLENGIN POSITIONS

Career Manager
SR Tng Management
Diving Liaison
Combat/Tng Dev
Instructor/Writer
EO Advisor
SR Drill Sgt
Observer
Controller/Trainer
SCI



LEADERSHIP

1SG
Power Station Sgt
Master Diver Supervisor

STAFF

Opns Sgt
Asst Opns Sgt
Construction Inspector
Construction Opns Sgt

PROONENT/ARMY-WIDE CHALLENGING POSITIONS

SR Career Advisor
SR Career Manager
Chief Instr/Writer
SR Enlisted Eng BN Advisor
SR Tng/Dev/Writer
Chief Diving Supervisor



LEADERSHIP

BN CSM
GRP CSM
BDE CSM
REGT CSM

STAFF

Proponency SGM
Opns SGM
DIR SGMs (USAES)

21X NCO CAREER DEVELOPMENT MODEL

TITLE OF CAREER MANAGEMENT FIELD: CONSTRUCTION ENGINEER

YEARS OF SVC	7-9	10-15	16-19	20-30
RANK	STAFF SERGEANT	SERGEANT FIRST CLASS	FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	CONST SQD LDR; RECON SGT CONST SECTION LDR; CONST OPS SGT; TECH ENGR NCO; FIRE TEAM CHIEF; SQD LEADER; FIRE INSPECTOR; SR POWER STATION MECH; SR POWER STATION ELEC	PLATOON SERGEANT DETACHMENT SERGEANT SR CONST SUPV FIRE CHIEF SR TECH ENGR NCO PRIME POWER NCO	FIRST SERGEANT MAINTENANCE SUPERVISOR POWER STATION SERGEANT OPERATIONS SERGEANT CONSTRUCTION INSPECTOR	SGM CSM
INSTITUTIONAL TRAINING	BNCOC	ANCOC		SMC/CSMC
RECOMMENDED NCOES-RELATED COURSES	PRIOR TO BNCOC Communication Skills Personnel Supervision Behavioral Science Math, Stress Management	PRIOR TO ANCOC Principles of Management Organizational Behavior Information Sys Mgt Technical Writing	PRIOR TO SMC Human Resource Management Problem Solving	Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	10	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES	BATTLE STAFF NCO COURSE			
		1SG COURSE		
RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3 Technical Opns Course in area taken as SL20; Constr Engr; General Engr; Demolition Opns; Electrical Engr; Constr Mgt; Utilities Engr; Pollution Control; Civil Engr; Well Drilling	SKILL LEVEL 4 Organizational Mgt; Computer Science; Construction Design; Construction Surveying; General Engr Construction; Computer Techniques for Bldg Tech; Structural Analysis		SKILL LEVEL 5 Courses in Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:			
	Carpentry; Electrical; Plumbing,; Structural Steel; Construction Equipment Operation; Mechanical Engineering; Construction Draftsman; Well Drilling; Surveying			
	By 10-14 Year of Service		By 15-18 Year of Service	
	AA/AS in: Engineering Technology; General Studies; Fire Science; Draftsman; Surveying; Oceanographic Tech		BA/BS in: Engineering Management; Business Management; Construction Engineering; Electrical Engineering; Civil Engineering; General Engineering; Engineering Technology; Oceanographic Technology	



MOS 21H CONSTRUCTION ENGINEERING SUPERVISOR

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties. The construction engineering supervisor supervises construction, repair, and utility services of buildings, warehouses, fixed bridges, port facilities, and petroleum pipelines, tanks, and related equipment; Devises network flow diagrams such as the critical path method and coordinates work activities of supporting units; Provides supervision over all structural and utility construction projects; Inspects subordinate elements to ensure compliance with directives, construction drawings, and specifications; Plans and organizes for combat engineering missions.

ASIs

P5 MASTER FITNESS TRAINER
▪ **SSG - SGM**

2S BATTLE STAFF OPERATIONS
▪ **SSG - SGM**

2B AIR ASSAULT
▪ **PVT-SGM**

5W JUMPMaster
▪ **SGT-SGM**

8P COMPETITIVE PARACHUTISTS
▪ **SGT-SFC**



MOS 21H CONSTRUCTION ENGINEERING SUPERVISOR

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

- ◆ Platoon Sergeant

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

- Observer Controller/Trainer
- NCOES Small Group Leader
- Senior Drill Sergeant Leader
- Recruiter

CAREER ENHANCEMENT

- AC/RC
- Operations Sergeant
- Senior Training Developer/Writer
- Construction Inspector
- Senior Construction Supervisor
- Construction Operations Sergeant
- Training Systems/Evaluations NCO
- Intelligence Sergeant
- Instructor/Writer



1H ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTH(TDA)

24/ 92 (26%)

LEADERSHIP AUTH(TOE)

31/91 (34%)

LEADERSHIP (24 MONTHS)

PLATOON SERGEANT	<u>31</u>
SENIOR DRILL SERGEANT LEADER	<u>4</u>
NCOES SMALL GROUP LEADER	<u>2</u>
OBSERVER CONTROLLER/TRAINER	<u>18</u>
TOTAL	<u>55</u>



MOS 21H CONSTRUCTION ENGINEERING SUPERVISOR MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Airborne
- Air Assault
- Jumpmaster
- Instructor Training Course
- Equal Opportunity
- Master Fitness Trainer
- Drill Sergeant
- Recruiter

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



MOS 21M FIREFIGHTER

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS

Major duties (ASD). The firefighter supervises or performs firefighting, rescue, salvage and fire protection operations; Exercises command and control, and firefighting operations during structural fires, aircraft crash incidents, vehicle emergencies, and natural cover fires; Provides command and control of emergency response during hazardous materials incidents; Conducts fire prevention operations to include determining building classification and installation level inspections; Develops plans for hazardous materials emergencies; Conducts initial fire ground investigations.

P5 MASTER FITNESS TRAINER
▪SSG - SGM

ASIs

2S BATTLE STAFF OPERATIONS
▪SSG - SGM

2B AIR ASSAULT
▪PVT-SGM

5W JUMPMaster
▪SGT-SGM



MOS 21M FIREFIGHTER

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

- ◆ Fire Chief

PROPONENT/ARMY-WIDE_ CHALLENGING POSITIONS

- Observer Controller/Trainer
- Senior Drill Sergeant Leader
- NCOES Small Group Leader
- Recruiter

CAREER ENHANCEMENT

- AC/RC (Senior Firefighter)
- Senior Training Developer/Writer
- Instructor/Writer
- Senior Enlisted Advisor



MOS 21M FIRE FIGHTER

MILITARY / CIVILIAN

EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Airborne
- Air Assault
- Jumpmaster
- Instructor Training Course
- Equal Opportunity
- Master Fitness Trainer
- Drill Sergeant
- Recruiter

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



1M ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTH(TDA)

5 /15 (33%)

LEADERSHIP AUTH(TOE)

1/ 1 (100%)

LEADERSHIP (24 MONTHS)

FIRE CHIEF	<u>1</u>
SENIOR DRILL SERGEANT LEADER	<u>1</u>
OBSERVER CONTROLLER/TRAINER	<u>4</u>
TOTAL	<u>6</u>



MOS 21N CONSTRUCTION EQUIPMENT SUPERVISOR

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS

(ASI)

Major duties. The construction equipment supervisor supervises construction equipment, quarry, paving, and plant equipment operations, and crew maintenance of equipment; Devises network flow diagrams such as the critical path method and coordinates work activities of supporting units; Provides supervision over all engineer construction equipment operations; Develops and executes a quality control plan; Plans organizes and executes combat engineering missions.

ASIs

P5 MASTER FITNESS TRAINER

▪SSG - SGM

2S BATTLE STAFF OPERATIONS

▪SSG - SGM

2B AIR ASSAULT

▪PVT-SGM

5W JUMPMaster

▪SGT-SGM

8P COMPETITIVE PARACHUTIST

▪SGT-SFC



MOS 21N CONSTRUCTION EQUIPMENT SUPERVISOR

Key Leadership / Career Enhancement

Positions

KEY LEADERSHIP

- Platoon Sergeant
- Construction Equipment Supervisor

PROPONENT/ARMY-WIDE_ CHALLENGING POSITIONS

- NCOES Small Group Leader
- Observer Controller/Trainer
- Senior Drill Sergeant Leader
- Recruiter

CAREER ENHANCEMENT

- Career Management NCO
- AC/RC
- Senior Training Developer/Writer
- Senior Training Management NCO
- Operations Sergeant
- Construction Inspector
- Training Systems/Evaluations NCO
- Instructor/Writer
- Materiel and Logistics NCO



1N ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTH (TDA) (TOE)

25/ 64 (39%)

LEADERSHIP AUTH

48/ 111 (43%)

LEADERSHIP (24 MONTHS)

PLATOON SERGEANT

48

SENIOR DRILL SERGEANT LEADER

2

NCOES SMALL GROUP LEADER

2

OBSERVER CONTROLLER/TRAINER

21

TOTAL

73



MOS 21P PRIME POWER PRODUCTION SPECIALIST

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS

Major duties (ASI)

The prime power production specialist performs electrical assessments; Facilities maintenance; QA/QC operations; supervises, operates, installs and performs DS/GS level maintenance on electric power plants, consisting of prime power generator sets of 500 KW and higher and associated auxiliary systems and equipment; Serves as an LNO and technical advisor to FEMA and other federal organizations; Supervises the installation, operation, unit level and direct support maintenance of electrical power plants; Coordinates, plans, and schedules team activities; Plans for the use, movement, and location of electrical power plants; Estimates manpower, equipment and material necessary to accomplish installation of power station and construction of associated systems; Advises subordinate personnel on prime power equipment use, location, operation and maintenance; Manages electrical projects, devises and implements safety programs; Serves as LNO for echelons above Corps.

P5 MASTER FITNESS TRAINER
▪ SSG - SGM

2S BATTLE STAFF
OPERATIONS
▪ SSG - SGM

8P COMPETITIVE PARACHUTIST
▪ SGT-SFC

E5 INSTRUMENT
MAINT
▪ SGT - SFC

S2 MECH EQUIP MAINT
▪ SGT - SFC

2B AIR ASSAULT
▪ PVT-SGM

U4 POWER LINE DIST.
▪ SGT - SFC

5W JUMPMASTER
▪ SGT-SGM

S3 ELEC EQUIP MAINT
▪ SGT - SFC



MOS 21P PRIME POWER PRODUCTION SPECIAL CONSIDERATIONS

- **Special Considerations for the Prime Power Production Specialist serving the Combined Joint Operations Area (CJOA) of Operations in Iraq and Afghanistan. These NCOs have an increased responsibility for advising the CJ7 in the operation of high, medium and low voltage power production and distribution systems in the CJOA; Supervises and serves as COTR for the new electrical IDIQ contractor operations for the CJOA; Supervises and serves as the CQSR for LOGCAP power generation and electrical distribution work; Tracks power production and distribution status for all camps in the CJOA; Facilitates electrical power projects; Performs technical QA of all electrical power project requests brought before the CJ7, the Joint Facilities Utilization Board, and the Working Programming Budget Advisory Committee; Performs rapid needs assessments and assistance to maintain critical systems in support of high priority mission.**
- **Currently 2 SFCs are hand selected by the Battalion Command Sergeant Major to serve in CJ7 positions. The qualifying factor for these NCOs are the successful completion of tours downrange as NCOIC of Prime Power Detachments. The CSM of the Battalion selects 2 SFCs out of a population of 38 to serve in these positions.**



MOS 21P PRIME POWER PRODUCTION SPECIALIST

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

- ◆ Sr Power Station Mechanic
- Sr Power Station Electrician
- Prime Power Supervisor

PROPONENT/ARMY-WIDE_ CHALLENGING POSITIONS

- Observer Controller/Trainer
- Senior Drill Sergeant Leader
- NCOES Small Group Leader
- Recruiter

CAREER ENHANCEMENT

- Senior Training Developer/Writer
- Operations Sergeant
- Intelligence Sergeant
- Instructor/Writer
- Chief Prime Power Electrician



MOS 21P PRIME POWER PRODUCTION SPECIALIST MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Airborne
- Air Assault
- Jumpmaster
- Instructor Training Course
- Equal Opportunity
- Master Fitness Trainer
- Drill Sergeant
- Recruiter

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



21P ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTH (TDA)
AUTH (TOE)

0 /12 (0%)

LEADERSHIP

20 /23 (87%)

LEADERSHIP (24 MONTHS)

PRIME POWER SUPERVISOR

16

SR POWER STATION MECH

1

SR POWER STATION ELECT.

1

SPECIAL ASSIGNMENT

2

TOTAL

20



MOS 21T TECHNICAL ENGINEERING SPECIALIST

MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties. The technical engineer supervises or participates in construction site development to include technical investigation, surveying, drafting, development of construction plans and specifications and performing quality control inspections; Plans, directs, inspects, and performs technical site development activities; Supervises duties performed by subordinate personnel.

ASIs

P5 MASTER FITNESS TRAINER
▪SSG - SGM

2S BATTLE STAFF OPERATIONS
▪SSG - SGM

2B AIR ASSAULT
▪PVT-SGM

5W JUMPMaster
▪SGT-SGM

8P COMPETITIVE PARACHUTIST
▪SGT-SFC



MOS 21N CONSTRUCTION EQUIPMENT SUPERVISOR MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Airborne
- Air Assault
- Jumpmaster
- Instructor Training Course
- Equal Opportunity
- Master Fitness Trainer
- Drill Sergeant
- Recruiter

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



21T TECHNICAL ENGINEERING SPECIALIST

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

- ◆ Senior Technical Engineering NCO

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

- Observer Controller/Trainer
- Senior Drill Sergeant Leader
- NCOES Small Group Leader
- Recruiter

CAREER ENHANCEMENT

- Senior Training Developer/Writer
- Equal Opportunity Advisor



21T ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTH (TDA)
AUTH (TOE)

3 /14 (21%)

LEADERSHIP

11/19 (58%)

LEADERSHIP (24 MONTHS)

SENIOR TECHNICAL ENGINEERING NCO

12

SENIOR DRILL SERGEANT LEADER

1

OBSERVER/ CONTROLLER/TRAINER

1

TOTAL

14



MOS 21T TECHNICAL ENGINEERING SPECIALIST MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter
- Instructor Training Course
- Equal Opportunity

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



MOS 21D SENIOR DIVING SUPERVISOR

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS

Major Duties. The diver supervises or performs underwater reconnaissance, demolition, repair, and salvage; Performs all duties and responsibilities of platoon sergeant in a light weight dive team; supervises operator through intermediate levels of maintenance on diving life support equipment; Serves as a qualified Master Diver for lightweight diving teams; Supervises diving operations for dives deeper than 100 feet salt water; Supervises recompression therapy for diving injuries and coordinates medical support; Prepares detailed plans and reports for complex diving operations; Supervises the use, training, and safety during demolitions missions; Assists the team leader during planning, scheduling, and execution of diving missions.

ASIs

P5 MASTER FITNESS TRAINER
▪ SSG - SGM

2S BATTLE STAFF OPERATIONS
▪ SSG - SGM

2B AIR ASSAULT
▪ PVT-SGM

5W JUMPMaster
▪ SGT-SGM

8P COMPETITIVE PARACHUTIST
▪ SGT-SFC



MOS 21D SENIOR DIVING SUPERVISOR SPECIAL CONSIDERATIONS

- Master Diving Supervisor of Engineer Dive Teams and Senior Staff Advisor at EAC through tactical levels for diving operations
- Supervises high-risk diving operations such as Port/Harbor Clearance, Underwater Demolitions, and Mine/Countermining Operations
- Provides extensive knowledge and expertise while supervising emergency medical treatments of diving related injuries
- Liaison and advisor to USACE for coordination and planning of Humanitarian and Homeland Defense Missions
- Develops, reviews, and revises Joint Army doctrinal publications and training materials for the Engineer School



MOS 21D SENIOR DIVING SUPERVISOR

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

- ◆ Senior Diving Supervisor

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

- Observer Controller/Trainer
- Senior Drill Sergeant Leader
- NCOES Small Group Leader
- Recruiter

CAREER ENHANCEMENT

- Diving Liaison NCO
- Combat Developer NCO
- Senior Training Management NCO
- SR Training Developer/Writer
- Instructor/Writer



MOS 21D SENIOR DIVING SUPERVISOR MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter
- Instructor Training Course
- Equal Opportunity

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



1D ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTH (TDA)
AUTH (TOE)

1/10 (0.1%)

LEADERSHIP

4/4 (100%)

LEADERSHIP (24 MONTHS)

SENIOR DIVING SUPERVISOR

4

SENIOR DRILL SERGEANT LEADER

1

TOTALS

5

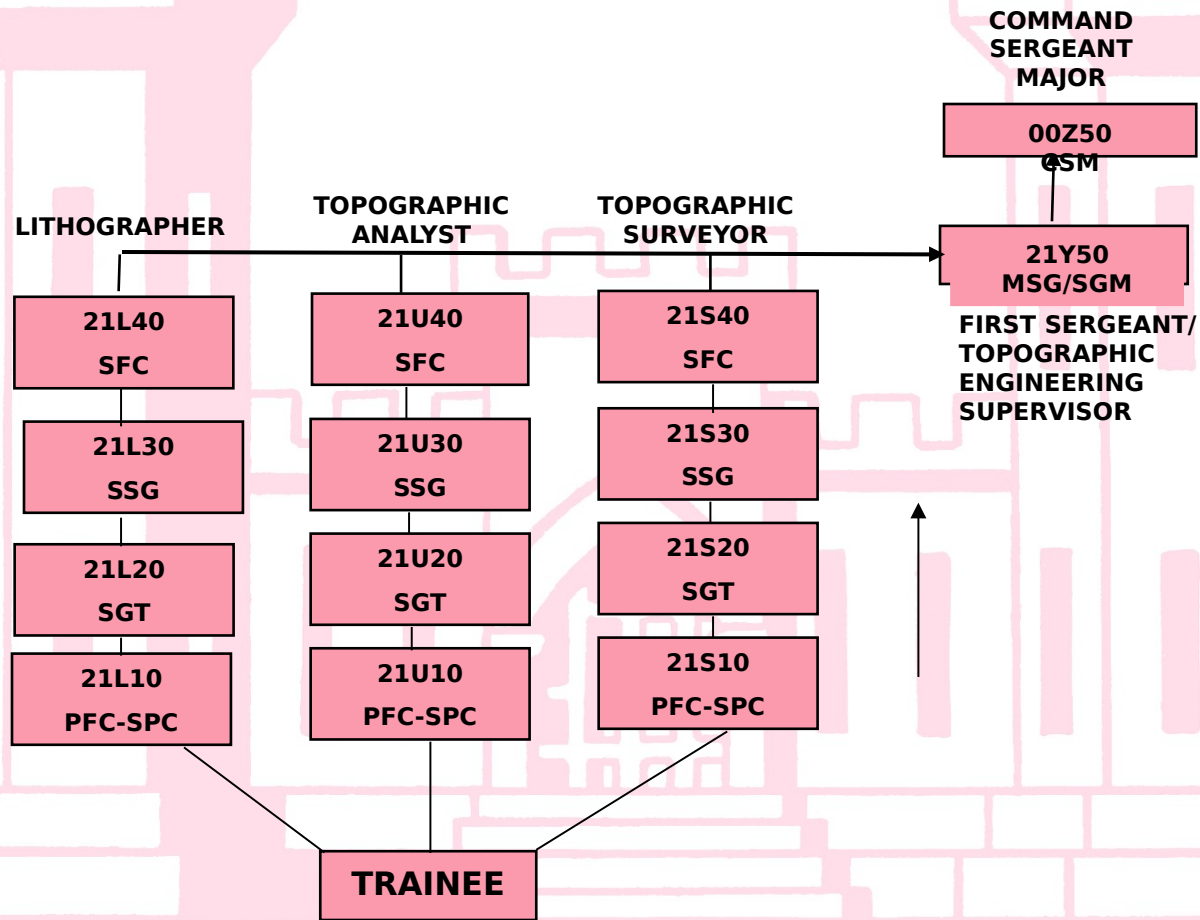


TOPOGRAPHIC ENGINEERING CHARACTERISTICS

- Consists of 4 MOSs-21L Lithographer, 21U Topographic Analyst, 21S Topographic Surveyor, and 21Y Senior Topographic Supervisor
- MOSs 21L, 21U, and 21S merge at the Master Sergeant level into MOS 21Y
- Opportunities for key leadership positions - Squad Leader, Section Leader, Platoon Sergeant, Detachment Sergeant, First Sergeant
- Wide variety of assignments-Drill Sergeant, Small Group Leader, Instructor/Writer, Psychological Dissemination Company, Echelons Above Corps Topographic Engineer Company, Career Manager, and Division Terrain Analysis Detachments



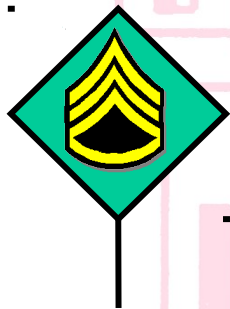
TOPOGRAPHIC ENGINEERING CAREER PROGRESSION CHART





TYPICAL CAREER PATTERNS

MOS 21Y



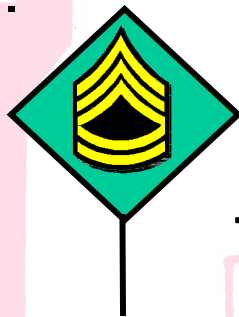
LEADERSHIP

Sqd Ldr
Sect Ldr

STAFF

PROPONENT/ARMY- WIDE CHALLENGING POSITIONS

Drill Sgt
Instr/Writer
Combat/Tng Dev
Recruiter
SGL



LEADERSHIP

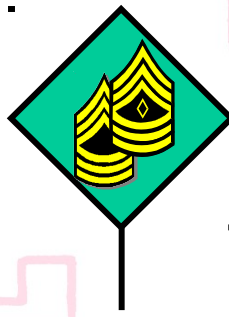
PSG
Sect Ldr
Detachment Sgt

STAFF

Topographic Opns Sgt

PROPONENT/ARMY- WIDE CHALLENGING POSITIONS

Recruiter
Career Advisor
Instr/Writer
Drill Sgt



LEADERSHIP

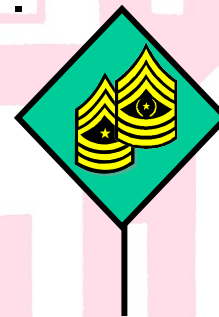
1SG

STAFF

Topographic Opns Sgt
Topographic
Intelligence

PROPONENT/ARMY- WIDE CHALLENGING POSITIONS

Ch Instr/Writer
SR Career Manager
SR Combat Dev



LEADERSHIP

BN CSM
GRP CSM
BDE CSM
REGT CSM

STAFF

Opns SGM
SCH SGM

21Y NCO CAREER DEVELOPMENT MODEL

TITLE OF CAREER MANAGEMENT FIELD: GENERAL ENGINEERING

YEARS OF SVC	7-9	10-15	16-19	20-30
RANK	STAFF SERGEANT	SERGEANT FIRST CLASS	FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	SQUAD LEADER SECTION LEADER INTELLIGENCE SERGEANT OPERATIONS SERGEANT SENIOR TOPOGRAHPIC ANALYST DRILL SERGEANT	PLATOON SERGEANT DETACHMENT SERGEANT LITHOGRAPH OPERATIONS SERGEANT SENIOR TOPOGRAHPIC SERGEANT SENIOR TOPOGRAHPIC SURVEY SERGEANT	FIRST SERGEANT TOPOGRAHPIC INTELLIGENCE SERGEANT TOPOGRAHPIC OPERATIONS SERGEANT	SGM CSM
INSTITUTIONAL TRAINING	BNCOC	ANCOC		SMC/CSMC
RECOMMENDED NCOES-RELATED COURSES	PRIOR TO BNCOC Communication Skills Information Mgt System Speech	PRIOR TO ANCOC Principles of Management, Organizational Behavior, Technical Writing, Behavioral Science, Technical Math (82D)	PRIOR TO SMC Research Techniques (Statistics) Human Resource Management	
RECOMMENDED READING LEVEL	10	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES	BATTLE STAFF NCO COURSE			
		1SG COURSE		
RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3	SKILL LEVEL 4		SKILL LEVEL 5
	Principles of Management Organizational Behavior Technical Writing Behavioral Science Technical Math (82D)	Research Techniques Statistics Human Resource Management		Research Techniques (Statistics) Human Resource Management
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN: Surveying; Photolithography; Printing; Cartography; Environmental Analysis			
	By 10-14 Year of Service		By 15-18 Year of Service	
	AA/AS in: Engineering Technology; General Studies		BA/BS in: Computer Science, Physical Science or Field Management	



MOS 21L LITHOGRAPHER

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS

Major duties (ASD): The lithographer operates and performs operator maintenance on offset duplicators/presses, copy cameras, plate making and various types of bindery and film processing equipment; Supervises and performs all printing and binding, camera operations, layout, and plate making activities; Supervises preparation of transportable/mobile and modular print system organization for operations and movement; Prepares field operations layout for transportable/mobile organization; Supervises preventive maintenance schedules for photo-lithographic equipment.

ASIS

P5 MASTER FITNESS TRAINER

▪SSG - SGM

2S BATTLE STAFF OPERATIONS

▪SSG - SGM

2B AIR ASSAULT

▪ PVT-SGM

J6 REPRODUCTION EQUIPMENT
REPAIR

▪PVT - SFC

5W JUMPMASTER

▪ SGT-SGM

8P COMPETITIVE PARACHUTIST

▪ SGT-SFC



MOS 21L LITHOGRAPHER

Leadership / Career Enhancement Positions

KEY LEADERSHIP

- ♦ Platoon Sergeant

PROPONENT/ARMY-WIDE

CHALLENGING POSITIONS

- ♦ Observer Controller/Trainer
- Senior Drill Sergeant Leader
- NCOES Small Group Leader
- Recruiter

CAREER ENHANCEMENT

- Senior Training Management NCO
- Senior Lithographic Sergeant
- Lithographic Operations Sergeant
- Instructor/Writer



MOS 21L LITHOGRAPHER

MILITARY / CIVILIAN

EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter
- Instructor Training Course
- Equal Opportunity

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



1L ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTH (TDA)
AUTH (TOE)

8/12 (66%)

LEADERSHIP

10/12 (83%)

LEADERSHIP (24 MONTHS)

PLATOON SERGEANT 16

OBSERVER CONTROLLER/TRAINER 2

TOTALS 18



MOS 21U TOPOGRAPHIC ANALYST

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

Major duties: The topographic analyst supervises and/or performs terrain analysis duties in support of the Maneuver Commander; Collects and processes military geographic information from remote sensed imagery, digital data, intelligence data, existing topographic products and other collateral data sources; Edits and terrain analysis products; Advises command and staff officers on topographic operations and special map product planning; Perform duties of preceding skill level; Supervises junior grade soldiers and provides technical guidance to soldiers in the accomplishment of their duties; Supervises topographic analysis activities at all levels; Coordinates and validates collection requirements; Supervises quality assurance program for all topographic operations; Plans and coordinates activities pertaining to the organization, training and the tactical and technical operation of the assigned unit; Directs preparation for movement and operation of mobile/transportable work sections; Advises command and staff officers on all aspects of topographic operations and doctrine; Coordinates the planning and production of military geographic information; Supervises preparation of transportable/mobile work sections; intelligence products into special map products.

ASIs

P5 MASTER FITNESS TRAINER
▪ SSG - SGM

2S BATTLE STAFF OPERATIONS
▪ SSG - SGM

2B AIR ASSAULT
▪ PVT-SGM

5W JUMPMaster
▪ SGT-SGM



MOS 21U TOPOGRAPHIC ANALYST

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

- ◆ Detachment Sergeant
- Platoon Sergeant

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

- ◆ Observer Controller/Trainer
- Senior Drill Sergeant Leader
- NCOES Small Group Leader
- Recruiter

CAREER ENHANCEMENT

- Senior Topographic Sergeant
- Senior Career Advisor
- Instructor/Writer



MOS 21U TOPOGRAPHIC ANALYST

MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter
- Instructor Training Course
- Equal Opportunity

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



1U ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTH (TDA)
(TOE)

5/7 (71%)

LEADERSHIP AUTH

57/66 (86%)

LEADERSHIP (24 MONTHS)

PLATOON SERGEANT

10

SR DRILL SERGEANT LEADER

5

DETACHMENT SERGEANT

1

SENIOR TOPOGRAPHIC SGT

46

TOTALS

62



MOS 21S TOPOGRAPHIC SURVEYOR

MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS

Major duties (ASI) The topographic surveyor supervises or conducts surveys to provide control data for map making, artillery and aviation support and supervises or performs topographic or geodetic computations; plans and approves topographic surveys; Supervises reconnaissance duties and reconnoiters survey sites to determine special requirements of obstacles encountered; Plans and arranges logistical support for topographic survey activities; Plans and organizes work activities; Coordinates surveying and computing activities; Supervises field survey activities in support of task and mission requirements; Determines composition and operations procedures of topographic survey parties; Performs quality checks on survey data; Collects available charts, maps, control lists, aerial photographs, and other topographic data necessary to maintain a deployable database; Disseminates survey data; Performs as technical authority in all survey matters.

P5 MASTER FITNESS TRAINER

▪ SSG - SGM

2S BATTLE STAFF OPERATIONS

▪ SSG - SGM

2B AIR ASSAULT

▪ PVT-SGM

5W JUMPMaster

▪ Selected Personnel Only



OS 21S TOPOGRAPHIC SURVEYOR

Key Leadership / Career Enhancement Positions

KEY LEADERSHIP

- ◆ Section Leader
- Platoon Sergeant

PROPONENT/ARMY-WIDE CHALLENGING POSITIONS

- Observer Controller/Trainer
- Senior Drill Sergeant Leader
- NCOES Small Group Leader
- Recruiter

CAREER ENHANCEMENT

- Operations Sergeant
- Senior Topographic Survey Sergeant
- Instructor/Writer



MOS 21S TOPOGRAPHIC SURVEYOR

MILITARY / CIVILIAN EDUCATION LEVEL

MILITARY EDUCATION

- Sapper Leader Course
- Battle Staff Course
- Master Fitness Trainer
- Drill Sergeant
- Recruiter
- Instructor Training Course
- Equal Opportunity

CIVILIAN EDUCATION

- Soldiers continuing their civilian education during GWOT reflect great character, professionalism and a dedication to self improvement.
- Due to the length and frequency of deployments, a college degree should not be a major factor but should be used to separate Soldiers who are otherwise equal.



1S ASSIGNMENT OPPORTUNITIES

LEADERSHIP AUTH (TDA)

0/6 (0%)

LEADERSHIP AUTH (TOE)

5 / 9 (55%)

LEADERSHIP (24 MONTHS)

SECTION LEADER

5

TOTALS

5



ENGINEER REGIMENT AWARDS

The Sturgis Medal Named in honor of LTG Samuel D. Sturgis, a former Chief of Engineers, the medal is awarded annually to an enlisted engineer Soldier in recognition of outstanding contributions to military engineering by demonstrated technical and leadership ability.

(1) Emphasis is placed strictly on contributions to military engineering, which includes troop or contract construction, maintenance, facilities engineering, combat engineering training, management and supervision of engineer activities, and other engineer support.

(2) The competition for this highly coveted award involves all engineer Soldiers from CMF 21. All Major Commands participate annually in this engineer event, but only the very finest Engineer Regiment Soldiers will wear this prestigious and highly sought after medal.

The de Fleury Medal Named in honor of Francois Louis Tesseidre de Fleury, a former French Engineer Officer who was appointed a captain of engineers by the Continental Congress is awarded at three levels, bronze, silver, and gold. The bronze and silver medals are awarded to individuals who have rendered significant service or support to an element of or the entire Engineer Regiment respectively. The gold medal is awarded to only one individual annually who exemplifies boldness, courage and commitment to a strong national defense.

Army Combat Engineer Sergeant Award (MOS 21B & 21C) (ACES) This award is given annually to the best Combat Engineer Squad Leader in each battalion.



CMF 21 ENGINEER PROMOTION POTENTIAL INDICATORS

THE FOLLOWING ARE CONSIDERED AS BEING THE BEST QUALIFIED FOR
SELECTION FOR MASTER SERGEANT:

- **ASSIGNMENTS MUST BE:**

- DIVERSE (MUST HAVE LEADERSHIP, STAFF AND SPECIAL POSITIONS)
- KEY LEADERSHIP (18-30 MONTHS)
- SUCCESSFUL (CONSISTENTLY DEMONSTRATED STRONG PERFORMANCE)
- BACK TO BACK TOE ASSIGNMENTS
SUCCESSFUL DRILL SERGEANT, RECRUITER AND TDA LEADERSHIP ASSIGNMENTS

- **MUST NOT DEVIATE FROM ARMY STANDARDS OF:**

- LOYALTY, DUTY, RESPECT, SELFLESS-SERVICE, HONOR, INTEGRITY, & PERSONAL COURAGE
- PHYSICAL & MENTAL READINESS

- **TECHNICALLY AND TACTICALLY PROFICIENT**

- DEMONSTRATED SUCCESSFUL PERFORMANCE IN ALL ASSIGNED POSITIONS
- UNIT ACCOMPLISHMENT IS MORE IMPORTANT THAN INDIVIDUAL RECOGNITION

- **DEMONSTRATED INITIATIVE--SELF DEVELOPMENT**

- DA/LOCAL SCHOOLS DISTINGUISHED HONOR GRADUATE / HONOR GRADUATE/ TOP 20%, SAPPER SPIRIT, LEADERSHIP Awardee, HIGH APFT
- ENROLLED IN THE ARMY
- EDUCATION (SOME COLLEGE)
- SPECIAL RECOGNITION AWARDS SGT MORALES CLUB, SERGEANT AUDIE MURPHY CLUB, (ARMY COMBAT SERGEANT AWARD), STURGIS MEDAL, DE FLEURY MEDAL, NCO OF THE QTR/YR

- **RATER/SENIOR RATER EVALUATION**

- PERFORMANCE TRENDS (SUCCESS TO EXCELLENCE)
- MAJORITY OF RATER AND SENIOR RATER RATINGS IN PERFORMANCE AND POTENTIAL OF 1/1



PROPONENT POC

SGM Morales

Personnel Proponency SGM

US ARMY ENGINEER SCHOOL

ENGINEER PERSONNEL PROPONENCY OFFICE

ATTN: ATSE-E (SGM MORALES)

464 MANSCEN LOOP STE 3623

FORT LEONARD WOOD, MO 65473

DSN:676-7232

COM: (573) 596-0131 ext 3-7232

Email: ricardo.morales2@wood.army.mil